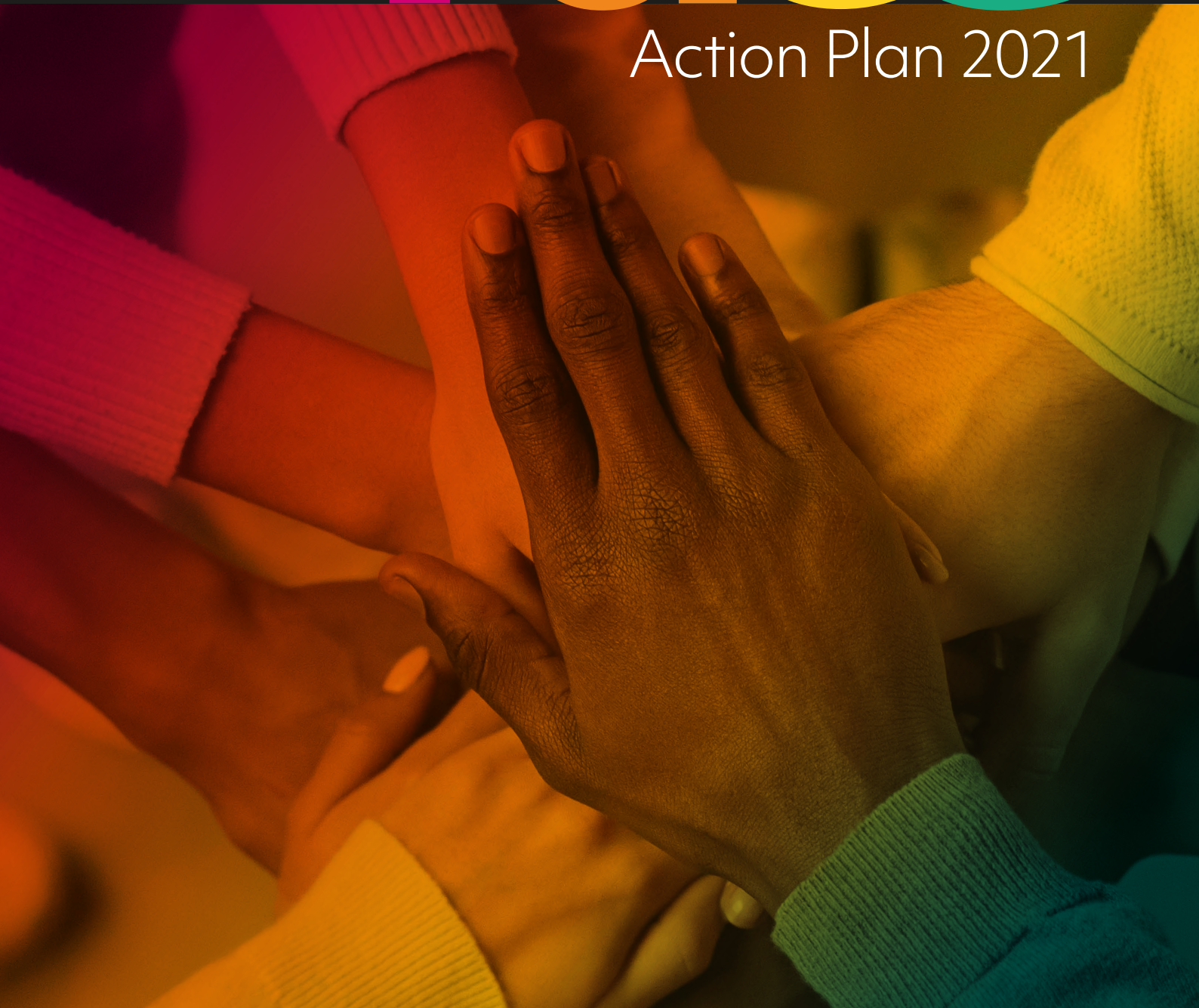


prospect bectu

race

Action Plan 2021





Contents

| | |
|---------------------------------|----|
| Why race matters | 3 |
| Race action plan – our approach | 4 |
| A note on language | 6 |
| Our vision | 7 |
| Our priorities | 8 |
| Our plan | 10 |
| Action plan | 11 |

Prospect represents over 150,000 engineers, managers, professionals and specialists across the public and private sectors. Our members work in diverse areas such as agriculture, broadcasting, creative industries, data and technology, defence, education, energy, environment, heritage, shipbuilding, public services, telecoms and transport.

Find out more at

prospect.org.uk/about

bectu.org.uk/about

Why race matters

Racism shows up everywhere and it costs us all; some more directly than others. Over centuries, racism has been socially and economically constructed and embedded. Hence, its roots are ingrained into our everyday mindsets, behaviours, communities and working practices.

'In the UK today, there is a structural, historical bias that favours certain individuals... There is discrimination and bias at every stage of an individual's career, and even before it begins'.

Race in the Workplace (McGregor-Smith Review, 2017)¹

There is still much work to be done.

UK boardrooms, workplaces and workspaces have been spurred on, sometimes shamed, to make intentional shifts and adopt anti-racist policies and practices. This is progress although too slow for those still affected.

Most recently, the death of George Floyd and the resulting Black Lives Matter (BLM) movement have forced racial, social and economic inequalities into mainstream consciousness with all points of view being amplified over social and traditional media.

In response, the most recent government sponsored report on race attempts to reframe the causes of racism in the UK. The analysis has polarised opinion even further and ignores a wide range of organisational/economic research data. This evidences the significant prevalence of poor pay, working conditions and promotional outcomes for our Black and Minority Ethnic (BME) workers.

¹ <https://www.gov.uk/government/publications/race-in-the-workplace-the-mcgregor-smith-review/race-in-the-workplace-the-mcgregor-smith-review-report>

Race action plan – our approach

Equality and diversity matter to us as a union. Our rule book includes a commitment to promote equal opportunities for all members and within their employment. But, we know equality is about more than rules: it is also about creating a culture of equality, diversity and inclusion as a union and at work.

This Race Action Plan is part of a broader strategy which aims to provide a consistent union-wide approach to Equality, Diversity and Inclusion (EDI). The scope of this plan includes managing issues around racism within the union, within sectors and within individual member organisations and addressing under-representation of minority ethnic workers/members in the workplace and within the union.

The plan has been developed through the involvement of our BME members and active volunteers, through a review of existing data, surveys and reports, and with the involvement of staff and elected representatives. We established a Race Action Plan Working Group to help develop the plan. We would like to recognise the contributions of the working group and of members of the Bectu Black Members committee for their work in developing our approach.

The Race Action Plan was agreed by our National Executive Committee (NEC) in September 2021. The actions set out here will be overseen by Prospect's Equal Opportunities Advisory Committee (EOAC) and reported to the NEC. Together, the NEC will work with sectors to ensure the plan, its ambitions and actions reach across our membership and the industries we operate in.



“Some organisations acknowledge the inequalities that exist, however they fail to look at themselves to see how that is reflected in their own organisations.”

Christine Danniell

A note on language

The TUC uses the term 'Black', defined as people who are viewed as culturally and intellectually inferior because they are perceived to be non-white and who often share a common history and experience of oppression and exploitation through colonialism, imperialism and contemporary capitalism. Bectu's Black members committee is so-called in line with the TUC's definition whilst for Prospect's Network we use Black Asian and Minority Ethnic (BAME). In other areas, 'people of colour' or 'ethnic minority' is more common. We recognise that language is important and imparts meaning in different ways.

As a union covering members in a broad range of industries our starting point has been the language members prefer. Prospect will look at its use of language as part of this plan working with active members to ensure that it reflects current understanding and preference.

Further reading: <https://bit.ly/bhm-name>

Our vision

Prospect commits to the elimination of the causes of inequality at work and the reinvention of organisations based on equity, diversity and inclusion.

We partner with others to remove the systems and practices of racism/discrimination by campaigning and advising organisations and sectors in their reinvention towards an inclusive workplace.

We engage with our industrial sectors to have sustainable workspaces where all members feel welcomed, safe, respected; having their voice and talents equally promoted with opportunities to flourish.

As a union we work to actively improve members work life experiences and outcomes by:

- building trust-based conversations/negotiations to design diverse, friendly work spaces, with healthy relationships and creative/inclusive working practices that actively explore and value our differences
- providing our members with education, practical support in shared spaces i.e. branches, networks, committees and social events. These enable members to progress their collective interests, channel their activism and energy to advance their priorities and campaigns
- inspiring inclusive supportive work environments, conversations, meetings, conference, events etc where we can all (those with lived experiences and their allies) be more curious and brave to grow, test, fail and try again; sharing our wins and lessons learnt.

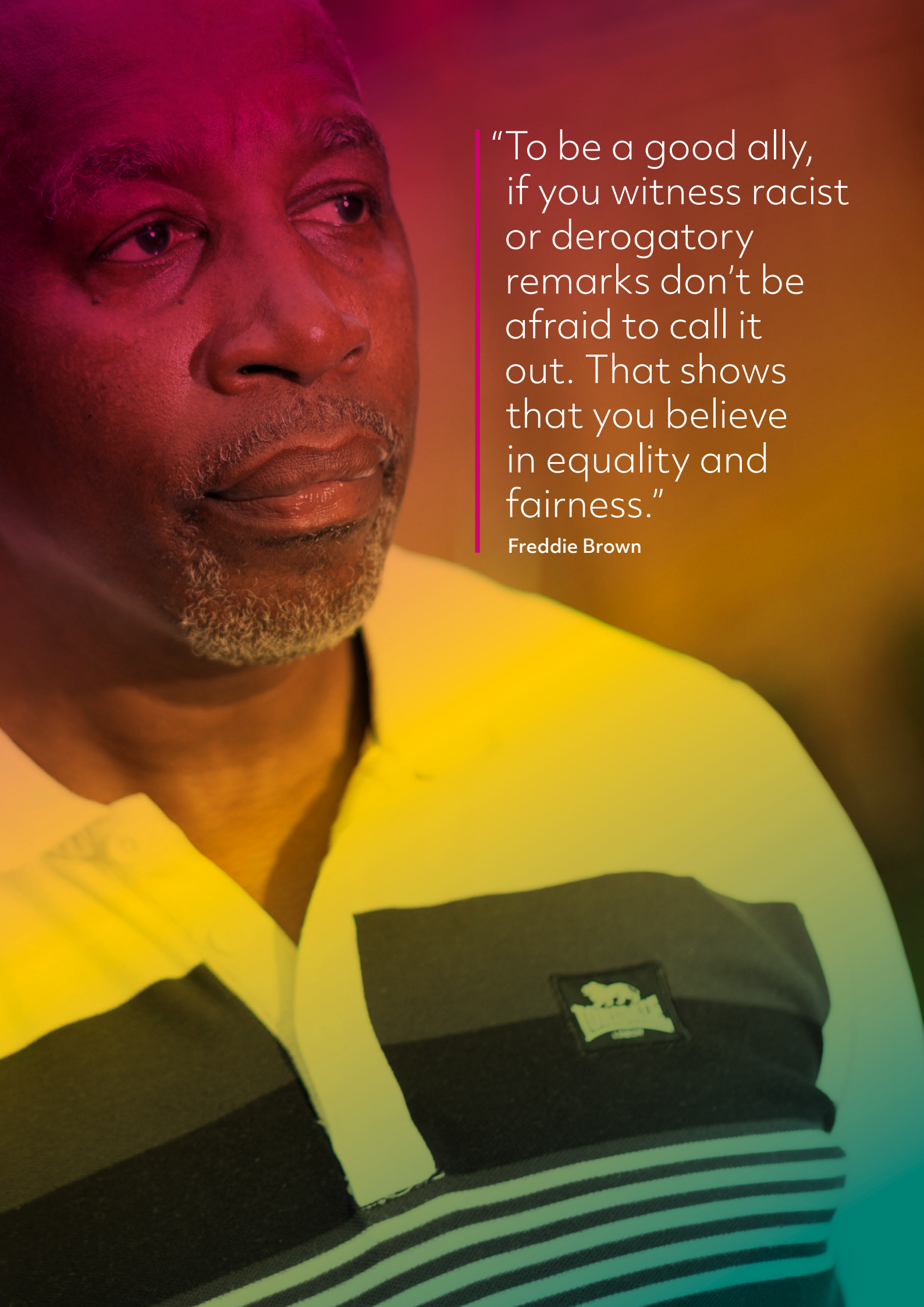
We aim to live up to our values as a union. This means we aim to:

Be vocal. Be clear. Be demanding. Be useful with practical advice.

Our priorities

The following priorities should be supported in all race action plans to accelerate their achievement:

- Engage sectors and branches to develop targeted objectives using a flexible, scalable approach to achieving them, with the involvement of sectors and ethnic minority members.
- Address the union's mixed levels of understanding of what is meant by key words/terms e.g. dignity at work, equality, diversity, inclusion, racism, ally, discrimination and prejudice – in everyday language.
- Collect quality race equity data that identifies workplace issues across different regions and sectors and can gauge the diversity of the membership and the industrial area. This data will help identify issues to be addressed as part of the action plan.
- Provide easy to understand advice and means to report and progress concerns and instances of discrimination, bullying or victimisation. This should include the ability to triage and escalate and cater to the roles of victim, ally and active bystander.
- Promote and increase the number of BME union representatives.
- Ensure all union reps are capable and confident in dealing with race issues.

A close-up portrait of Freddie Brown, an African American man with a short beard and mustache, looking slightly to the right. He is wearing a white collared shirt under a dark polo shirt with horizontal stripes. The background is a soft, out-of-focus gradient of purple and blue.

“To be a good ally,
if you witness racist
or derogatory
remarks don’t be
afraid to call it
out. That shows
that you believe
in equality and
fairness.”

Freddie Brown

Our plan

Our plan sets out actions in eight areas covering members, representatives, branches, sectors, our governance structures and the union itself. Each area lists specific actions to help deliver on our ambitions and to create an open, inclusive culture at all levels.

Eight areas for action



Action plan



Common understanding – All branches, members and staff have a common understanding and vocabulary for the key concepts in EDI and racism:

- Developing common resources to aid knowledge on racism and EDI work – trialled by March 2022.
- Launch programme to help make use of new resources – Easter 2022.
- Measure impact by branch reps, members and staff feedback.



Access to support – Victims of racism have access to the right information, advice and support:

- Responses to types of internal racism are defined and published online – January 2022.
- Work with representatives to research needs for members on access to relevant information and support – March 2022.
- Marcus Ryder recommendations are debated and acted on – October 2021.
- Develop ways to measure uptake, quality and support for members (e.g. user surveys).



“It’s about creating better inclusivity in the workplace. Nothing’s going to change without members voices being involved in that change.”

Cynthia De La Rosa



BME representation – Be ambitious about increasing BME representation in union structures with an aim to treble involvement by Conference 2024:

- Encourage sectors and branches to involve members in discussions about race issues at sector, industry and/or employer level, including seeking volunteers to take forward the issues identified and develop action to address them.
- Identify current and potential reps – January 2022.
- Development BAME workers recruitment materials for use from Union Week – November 2021.
- Discuss BAME recruitment with sectors, Bectu BMSC (Black Members Subcommittee), CORE (Campaigns, Organising, Recruitment and Education) and EOAC.
- Aim to achieve 60% of recruitment target achieved by November 2022.



Impact of BME voices – Work to ensure that the influence and impact of BAME colleagues within the union is fully activated:

- Explore and test programmes for reverse mentoring and twinning by January 2022.
- Bectu SEC to agree new Terms of Reference for BMSC, 26th September.
- Relaunch Bectu and Prospect BAME Network's with associated work programmes.
- Review BME 2020 survey and the recent BME leadership programme to identify ways in which to progress these key members' ability to progress within the union, for example by linking them up with their branch reps.
- Explore ways to support and bring on new BME talent, including increasing BME representation in leadership roles, in membership, in committees, networks, branches and working groups by March 2022 followed by rollout.
- Measure by levels of involvement and mentor/mentee feedback.



Branches/representatives – Make race a mainstream function for union reps/branches through training, organising and support resources:

- Review existing training content for EDI/race and make recommendations by December 2021 (as part of EDI Strategy).
- Refresh existing reps materials and bite-size training opportunities and promote to reps – January 2022.
- Explore how we measure effectiveness and feedback on EDI/race training – by June 2022.
- Examine bespoke EDI/race training for reps, as part of EDI Strategy training review – to report by summer 2022.



Our own challenges – Prospect has comprehensive insight into its own needs and challenges on racism:

- Review understanding of where race and BME representation fits into wider equalities work for Prospect as part of wider EDI strategy work – report to EOAC in January 2022.
- Reporting data available to support sectors, branches, committees and networks – introduced in line with new CRM in Q1 2022.
- Test and develop resources to track inequalities in pay, promotions disciplinarys and grievances is designed and launched – May 2022.
- Measured by increased quantity and accuracy of BME member data.



Responding to racism – Members and staff understand how the Union deals with all forms of racist behaviour and have modified their own behaviour accordingly:

- Everyone has access guidance info and support on acceptable and unacceptable behaviours.
- Prospect defines how it manages the most common examples of unacceptable racist behaviour by December 2021.
- ‘Safe space’ discussions are designed and trialled by trained facilitators by March 2022.
- Measured by attendance and feedback.



Leadership – This plan is enabled through effective leadership and digital enablement:

- Discussions are held by each sector on ensuring race/EDI is part of their agenda, supported by relevant data – from Autumn 2021 and ongoing.
- EOAC provides governance on plan with an annual report to NEC alongside EDI strategy.
- An e-learning/digital survey is introduced (Make It Happen Framework) to help branches, sectors and committees are able to develop their own action plans – by March 2022.

Published by Prospect
New Prospect House,
8 Leake Street, London SE1 7NN
T 0300 600 1878
© Prospect, September 2021
21-0040/Sep21/PDF



race

Action Plan 2021

